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ABSTRACT

The Employer Specific Skills Training (ESST) Program strengthens New York State's economy by assisting employers and employees to become more productive and competitive through customized training and education. The program has three goals: (1) to foster cooperative ventures; (2) to use resources of local education agencies to respond to local work force development needs; and (3) to expand the capacity of educational agencies to meet business and labor's training needs. The ESST program areas include workplace literacy, apprentice-related instruction, customized training, management seminars and conferences, and summer teacher business training and employment. This annual report (1989-90) presents a program overview, program outcomes, future directions, financial resources, matching funds, and an appendix listing participating firms in New York State. The following program outcomes are identified: (1) the program helps employers become more competitive; (2) priorities include smaller, minority-owned, and worker-owned businesses; (3) the program helps to create a more highly skilled work force and a more diverse economic base; (4) the program benefits both individual trainees and their employers; (5) the program also benefits unemployed, dislocated, and economically disadvantaged workers; (6) the program supports educational agencies; (7) the program is strengthened by the Workplace Literacy Program; (8) the Teacher Summer Business Training and Employment Program has strengthened New York State's education system; and (9) the program produces satisfied and well-trained productive workers. Tables and figures are included throughout. (NLA)

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Teacher Summer Business Training & Employment and Employer Specific Training Program

for Program Year 1989-90

Annual Report to the Governor and Legislature

1991

The University of the State of NewYork
The State Education Department
Albany, New York

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COMMISSIONER'S MESSAGE

Our State and nation face a critical and growing need to increase our investment in developing the current and future workforce. Three broad macroeconomic shifts affect the companies of New York State and our workforce: globalization and the integration of a world economy; movement to a post-industrial and peace-time economy; and rapid technological change. Business and industry must now meet world-class standards of production by providing goods and services that are competitive with the best in the world in price, quality, and timeliness.

Businesses in New York are at a crossroads, facing three choices for existing in today's world—two of which will adversely affect the State's workforce and economy. Plants can be closed and relocated in countries where low wages prevail. Costs can be lowered by decreasing wages and fringe benefits. Or quality and productivity can be increased by upgrading the skills of workers through education and training. Clearly, upgrading skills through education and training is the choice of preference. However, New York's businesses will need assistance.

New York State has made a commitment to develop its workforce to match the demands of global economic competition through the creation of the Employer Specific Skills Training Program. This program is designed to assist New York State companies to become more productive and competitive. At the same time, individuals trained through the program gain the potential to increase their earnings, receive promotions, and adapt to changing job requirements. In addition, the program is designed to develop the capacity of local education agencies to deliver state-of-the-art education and training to meet the needs of companies and those of our emerging workforce. Teachers participating in the Teacher Summer Business Employment Program are given the unique opportunity to transfer the technology of business and industry directly to the classroom.

The program strengthens the relationships among business, labor, education, and government by addressing the continuum of worker education needs from basic skills to more highly technological and managerial proficiencies. It nurtures the business infrastructure which fuels our economy, broadens our tax base, and assists the people of New York State with their special needs. Sensitive both to global change and local needs, the program continues to achieve outstanding results. The following report highlights those accomplishments.

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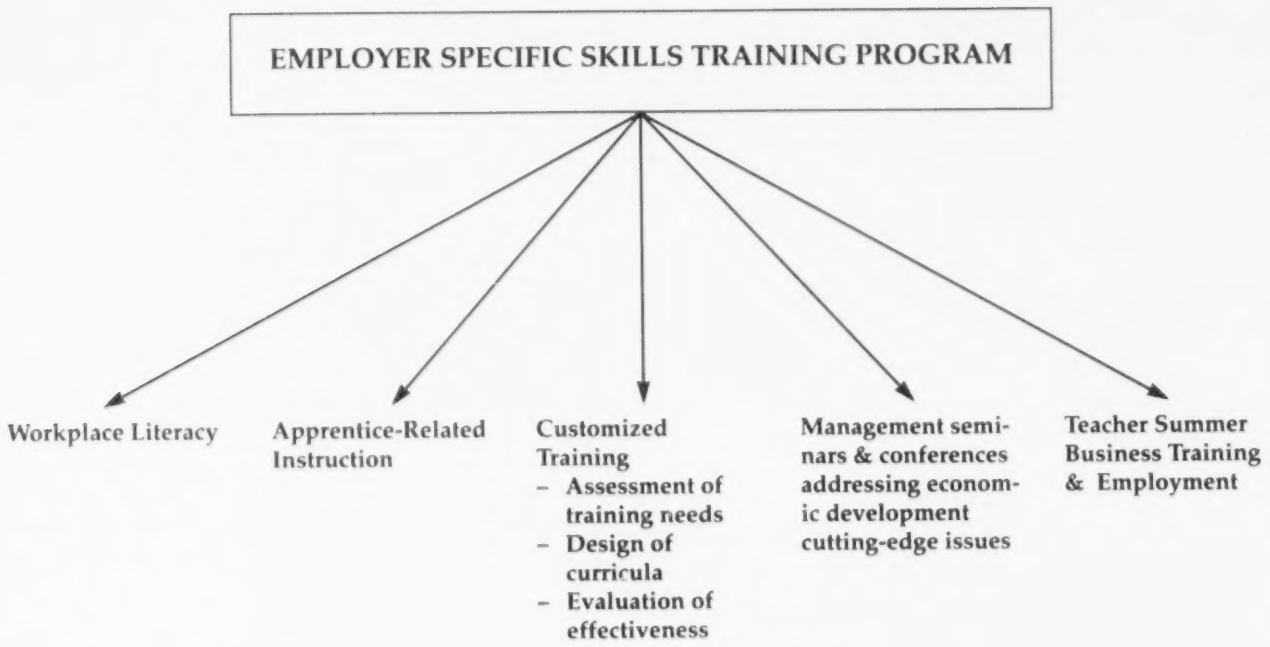
MISSION

The mission of the Employer Specific Skills Training (ESST) Program is to strengthen New York State's economy by assisting employers and employees to become more productive and competitive through customized training and education. There are three program goals:

- To foster cooperative ventures and collaborations among business, labor, education, and the economic development communities to meet workforce development needs in the individual regions of New York State.
- To use the resources of local education agencies to respond to local workforce development needs.
- To expand the capacity of educational agencies to meet current and emerging training needs of both business and labor.


EMPLOYER SPECIFIC SKILLS TRAINING PROGRAM
Workplace Literacy
Apprentice-Related Instruction
Customized Training
– Assessment of training needs
– Design of curricula
– Evaluation of effectiveness
Management seminars & conferences addressing economic development cutting-edge issues
Teacher Summer Business Training & Employment

PROGRAM OVERVIEW

The State Education Department (SED), through the Regional Education Center structure, is committed to assisting the State's business community in building and maintaining a competitive edge in today's global economy. The Regional Education Centers, established eight years ago, have matured into local agents for economic growth for business, labor, and education. Each Center has succeeded in providing funding, technical assistance, and networking to help educational agencies respond to the increasing need for employer-specific training and retraining of the State's workforce.

The objectives of the Centers and the Employer Specific Skills Training Program are to design customized training programs to help attract and retain companies; assist with job creation; assist companies with training needs associated with technological changes; assist small businesses with start-up or growth-related training needs; and provide opportunities for companies to hire dislocated workers or other unemployed individuals who face other barriers to employment. The program offerings include skills specific training with customized assessment of needs, design of curriculum and evaluation; workplace literacy, apprentice-related instruction, managerial conferences and seminars, and teacher summer business training and employment.

During the past eight years, the Centers have evolved into a vital and unique component in the development of cooperative industry/education ventures. Through the assistance of the Centers, education agencies continue to gain the expertise required to assess and define employer training needs. The financial resources required to create employer-specific curriculum materials and training programs are identified and skillfully packaged by the Centers for education agencies. Successful employer-specific programs have resulted through the linkages established by the Centers with various State and Federal programs and through employer contributions of matching funds. The Centers have further assumed a leadership role in the initiation and development of "cutting-edge" managerial and technology-related seminars for the State's economic development community. As a result of their forward stance, the Centers are recognized regionally as the conduit for cooperative forums among labor, business, education, and government.

The benefits of the Employer Specific Skills Training Program to the individuals served are many. The program provides opportunity for employed workers to upgrade their skills by allowing them to adapt to new technology required for job retention, career advancement, and increased earnings. Unemployed individuals who have been dislocated or have other barriers to employment participate in training that is employer specific and, therefore, results in high levels of placement and retention. Individuals in need of basic skills improvement are served successfully in union-based workplace literacy projects throughout the State.

One of the challenges faced by our country and education system is the adequate preparation of our workforce for the 1990s and the 21st Century. The Centers have acknowledged this challenge by addressing the gap that exists between employment requirements and student abilities. Through the Teacher Summer Business Training and Employment Program (TSBTE), partnerships and ongoing dialogue are established between employers and educators for identifying the knowledge and skills required for productive employment and the incorporation of employment outcomes into the classroom curriculum. The program provides the Centers with means to address a continuum of services for both business and industry and teachers in the education agencies.

This report illustrates how the State Education Department and the 10 Regional Education Centers have succeeded in responding to the training needs of the State's workforce with programs and initiatives that are locally developed, reflecting geographically sensitive needs and concerns. During the 1989-1990 program year:

- 32,271 workers upgraded their skills through the program;
- 2,386 people were trained for permanent jobs in new hire training programs;
- 419 teachers participated in summer employment opportunities through the TSBTE program; and
- over 10,000 employees at 17 union sites around the State were provided basic-skills training through the State's Workplace Literacy Program.

All of these programs have assisted New York State's businesses and workers to operate more competitive companies through improved product quality and/or increased productivity.

The future of the Employer Specific Skills Training Program is one of innovation and vision. During the coming year, SED and the Regional Education Centers will seek to accomplish the following objectives:

- make skills training support available to more companies and their employees, especially those companies facing severe cutbacks. Projects will target companies in jeopardy of closing, having mass layoffs, or facing an economic downturn in order to maintain the current industrial base of the State;
- help small, minority and women-owned businesses grow. The State Education Department and the Department of Economic Development will develop a joint plan to promote entrepreneurial assistance programs for such businesses;
- help the Workplace Literacy Program accelerate learning by developing curriculum and implementing instruction directly related to workers' jobs;
- establish a system for international trade training and information through the development of four international trade resource centers throughout the State. The Centers will gather training and curriculum materials; certify instructors; encourage educational agencies to become more involved in international trade education; establish internships; and serve as clearinghouses of information for business and industry;
- work with educational agencies to enhance workforce development through collaboration on initiatives such as work-based training and apprenticeship models, as well as fostering increased participation in the Teacher Summer Business Training and Employment Program; and
- expand business needs assessments, curriculum development, and project evaluations for employer specific programs.

The State Education Department and the Regional Centers will continue to explore new funding opportunities to foster comprehensive employer-specific training programs; assume a leadership role as economic development training specialists; strengthen the collaborative and cooperative network established over the last eight years; and closely monitor the constantly changing training needs of the State's economy to ensure that the educational system remains responsive.

OUTCOMES

The Employer Specific Skills Training (ESST) Program has strengthened New York State's economic base by helping employers become more competitive through custom-designed education and training.

- Global competition is the new environment for economic development. The Western New York Regional Education Center hosted a national conference on International Trade Education in Niagara Falls, New York. The purpose of the conference was to present and discuss the need to raise awareness of international trade education and business venture opportunities abroad.
- Economic success in an era of global competition requires continuous effort on the part of employers to increase productivity, improve quality, reduce costs, and expand markets. A major outcome of training reported in the majority of projects was improved quality of goods and services.
- To meet this new challenge, business owners, managers, and employees must continually learn new skills and improve operating methods. Some 494 projects were operated in response to skill training needs of employees.
- The ESST program efforts resulted in economic expansion, business growth, and the retention of quality jobs for New York State residents. Increased sales and earnings were reported in over 200 projects.

High priorities for the Employer Specific Skills Training Program include small- and medium-sized employers, new entrepreneurs, minority- and women-owned firms, and worker-owned businesses.

- Many small and medium-sized firms cannot afford to make the investment in training that is necessary to stay competitive. Training was provided to 3,775 small and medium-sized businesses.
- New entrepreneurs, minority-owned and women-owned businesses — the leading edge of economic growth — often must learn new management skills as they expand their markets and increase the size and complexity of their operations. Training is especially critical when new businesses start up and funding for such activities is scarce. One hundred fifty-two projects provided entrepreneurship training and 24 projects addressed supervisory and management skills.

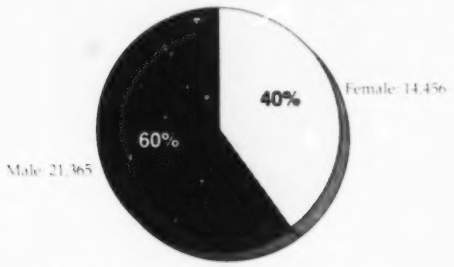
- Worker ownership requires development of a participative culture and new employee involvement structures to achieve the potential benefits inherent in this type of company ownership. Nine projects were developed for the Employee Stock Ownership Program.

The State's economy as a whole is strengthened by a more highly skilled workforce and by the more diverse economic base which the Employer Specific Skills Training Program helps to create.

- New York State's highly diverse labor force needs good jobs in all sectors of the economy. Employer-specific programs served 6,826 minority trainees and 14,456 women. Individuals over 55 years of age (9 percent), individuals with disabilities (1 percent) and individuals on public assistance (2 percent) were served by Employer Specific Skills Training Grant (ESSTG) programs.
- The manufacturing sector in particular needs broadly skilled workers able to make effective use of flexible automation and other state-of-the-art technologies.
- Creating a highly skilled productive workforce provides New York State with a major competitive advantage, one of the key components of a successful economic development strategy.

EMPLOYER SPECIFIC SKILLS TRAINING PROGRAM

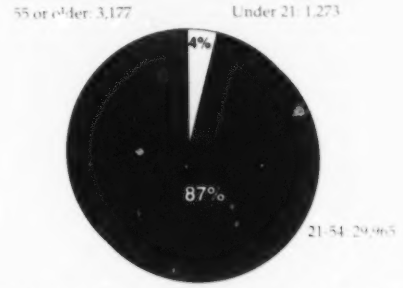
Participant Profile Data by Gender*



* Based on the 35,821 voluntary responses received for this category

EMPLOYER SPECIFIC SKILLS TRAINING PROGRAM

Participant Profile Data by Age*

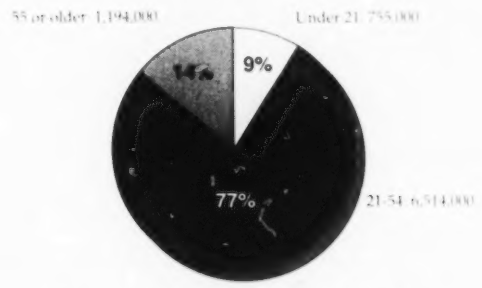


* Based on the 34,415 voluntary responses received for this category

STATEWIDE LABOR FORCE PROFILE BY GENDER*

* Statistics provided by the Department of Labor

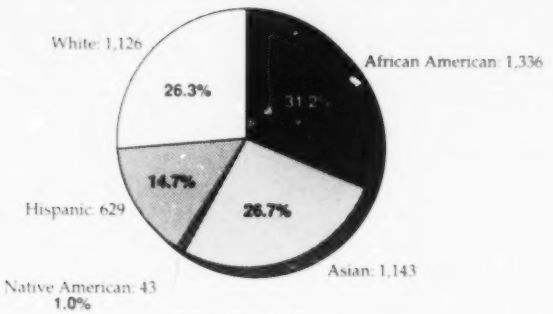
STATEWIDE LABOR FORCE PROFILE BY AGE*



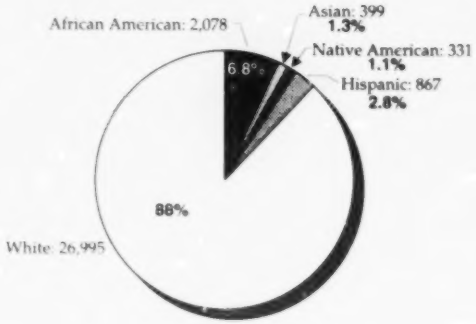
* Statistics provided by the Department of Labor

EMPLOYER SPECIFIC SKILLS TRAINING PROGRAM

Participant Profile Data by Race*



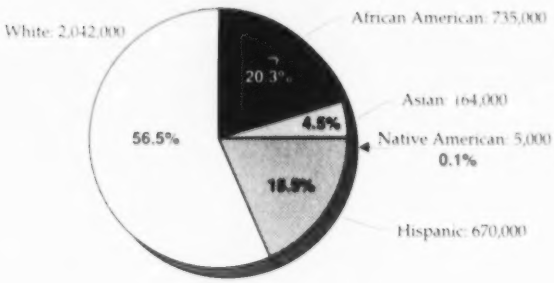
NEW YORK CITY



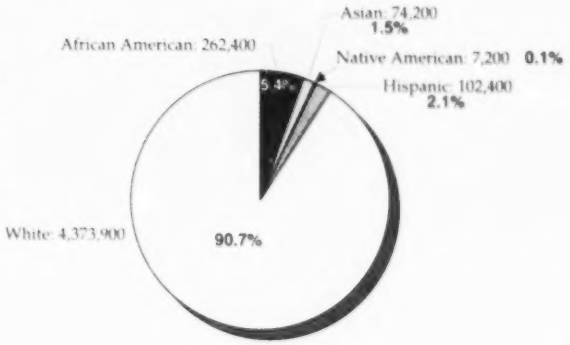
NEW YORK STATE LESS NYC

* Based on the 34,947 voluntary responses received for this category

STATEWIDE LABOR FORCE PROFILE BY RACE*



NEW YORK CITY



NEW YORK STATE LESS NYC

* Statistics provided by the Department of Labor

The Employer Specific Skills Training Program benefits both individual trainees and their employers.

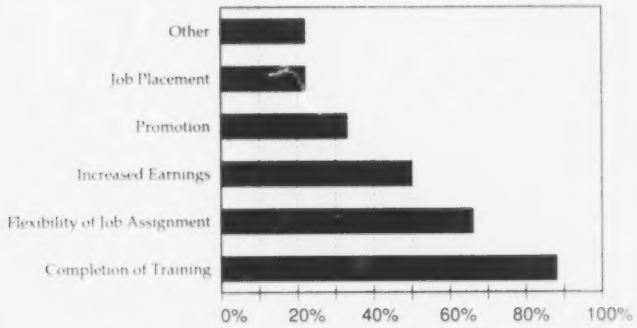
- Trainees' improved skills lead to greater flexibility and increased opportunities for career advancement and higher earnings. A majority of trainees reported increased flexibility of job assignments as a result of training.
- Increased productivity enables employers to generate high-paying jobs, control costs, reduce prices, and expand sales. Trainees reported increased earnings and employers reported increased quantity and improved quality of goods and services.
- Improved quality helps companies expand markets and compete successfully with national and international producers. Almost half of the projects resulted in increased sales and earnings.

*EMPLOYER SPECIFIC SKILLS TRAINING PROGRAM PARTICIPANT PROFILE DATA**

SALARY RANGE	# OF EMPLOYEES	% OF EMPLOYEES
UNDER $10,000	3,075	9.6%
$10,000-$14,999	2,921	9.1%
$15,000-$19,999	5,098	15.9%
$20,000-$24,999	4,990	15.5%
$25,000-$29,999	5,444	16.9%
$30,000-$39,999	5,552	17.3%
$40,000-$49,999	3,248	10.1%
$50,000 & OVER	1,836	5.7%

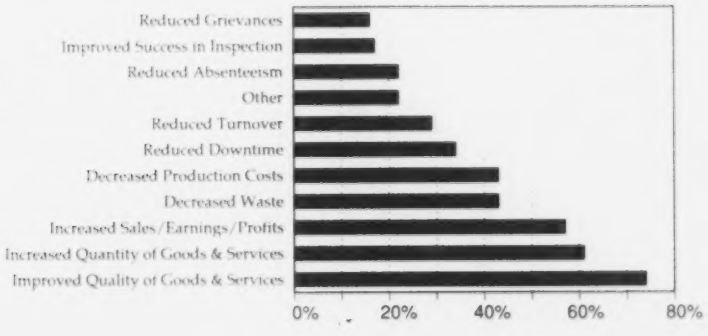
**Based on the 32,164 voluntary responses received for this category.*

PROJECTS OUTCOMES FOR TRAINEES*



* Outcomes reported by the 34,657 trainees completing the program

PROJECT OUTCOMES FOR COMPANIES



EMPLOYER SPECIFIC SKILLS TRAINING PROGRAM

Participant Profile Data by Employment Status*

* Based on the 34,540 voluntary responses received for this category

STATEWIDE LABOR FORCE PROFILE BY EMPLOYMENT STATUS*

* Statistics provided by the Department of Labor

The unemployed, dislocated workers, and the economically disadvantaged are also served by the Employer Specific Skills Training Program.

- The utilization of Vocational Education Act, Economic Dislocation and Worker Adjustment Act and Job Training Partnership Act funds for employer specific projects has resulted in training for 6,851 individuals.
- Employer commitments to hire program graduates produce the most effective preemployment training programs.

Educational agencies also benefit from delivering Teacher Summer Business Training and Employment/Employer Specific Skills Training Programs.

- Increased contacts with employers help keep faculty up-to-date about the educational needs of today's (and tomorrow's) economy.
- Educational planners develop new curricula based on employers' current and future requirements.
- Long-term, mutually beneficial relationships between employers and local educational institutions are created as employers discover the economic benefits of education and training for their workforce.
- Educational agencies' relationships with employers increased access to real job opportunities for at-risk youth.

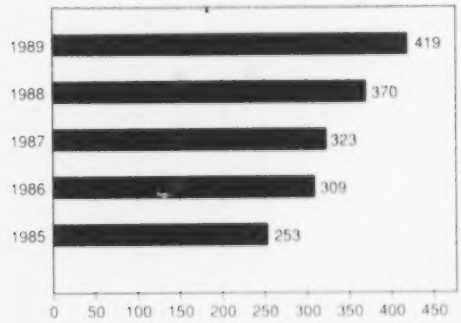
The Employer Specific Skills Training Program is strengthened by the Workplace Literacy Program

- Workplace Literacy grants serve as a foundation for the Employer Specific Skills Training Program by teaching reading, writing, and computational skills in the context of specific jobs or industries, as well as skills in listening and oral communication, problem solving, and team building.
- Seventeen Workplace Literacy grants, totaling $2 million, were awarded to labor unions or consortia of labor unions serving 10,343 members.
- The Finger Lakes Regional Education Center designed and hosted the first National Workplace Literacy Conference in Rochester, New York. Over 550 advocates and practitioners met to discuss critical issues surrounding workplace literacy programs.

The Teacher Summer Business Training and Employment Program (TSBTEP) has strengthened New York State's education system by exposing mathematics, computer science, science, and occupational education teachers to the latest technology through relevant summer employment experiences.

- Substantial changes have taken place in the workplace not only in the modernization of equipment but in the methodology employed in the production of goods and services.
- Summer employment experiences made available through the TSBTEP provide teachers with an opportunity to update their skills in industrial and service work settings.
- Increased teacher awareness initially results in a corresponding increase in student involvement and expertise in the science and mathematics curricula and subsequently results in an informed, competitive workforce.
- Through TSBTEP, employers receive the services of a knowledgeable, skilled professional to complete short-term projects that could not otherwise be accomplished during the normal course of business.
- The TSBTEP participant provides employers with an "outsider's" viewpoint of the organization which stimulates brainstorming activities that result in new ideas and operational procedures.
- The knowledge gained by the teacher during the summer work experience is translated for use in the classroom, resulting in an updated curriculum that exposes students to the latest practices in business and industry.
- Successful work experiences enhance teacher self-confidence and self-esteem and ultimately increase teacher retention rates.
- Partnerships are formed and commitments are made for industry representatives to serve as a classroom resource throughout the school year.

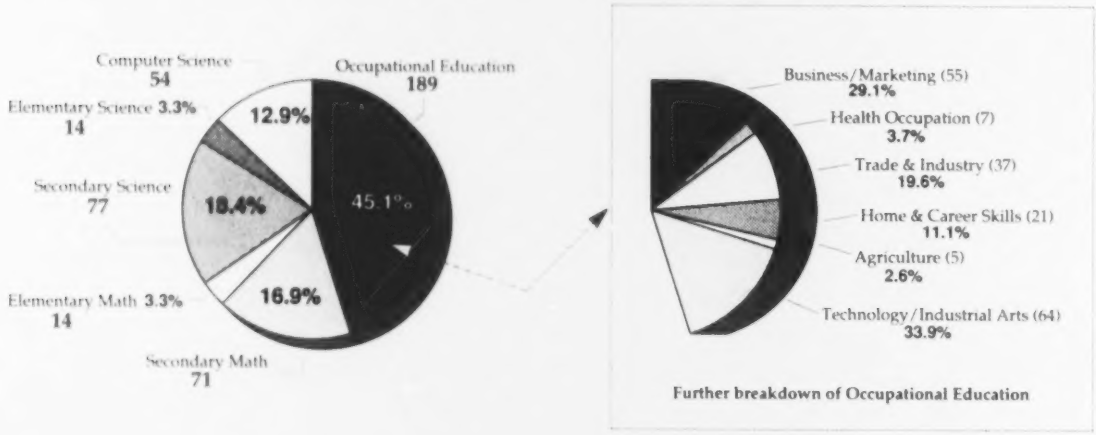
STATEWIDE TSBTEP PARTICIPATION



Since the program's inception in 1985, participation has increased by 66 percent.

TEACHER SUMMER BUSINESS TRAINING AND EMPLOYMENT PROGRAM, SUMMER 1989

Teacher Participation Distribution by Subject Area

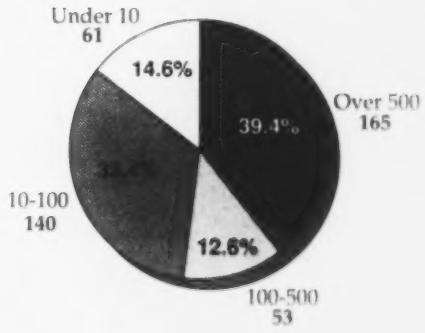


Occupational Education Distribution Total = 189

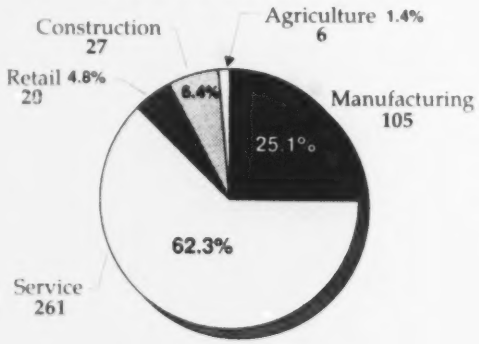
BUSINESS PARTICIPANT PROFILE

Teacher Placement by Business

SIZE OF BUSINESS

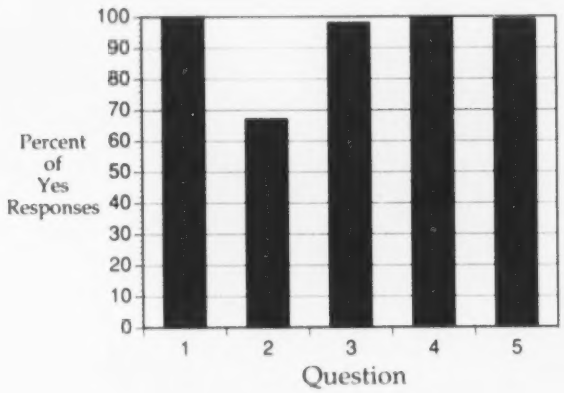


TYPE OF BUSINESS



Total = 419

SURVEY OF PARTICIPATING BUSINESSES



1. Did you find the teacher who was hired to be a good match for the skills and knowledge required to successfully complete your assignment?

2. Did you participate in the program last year?

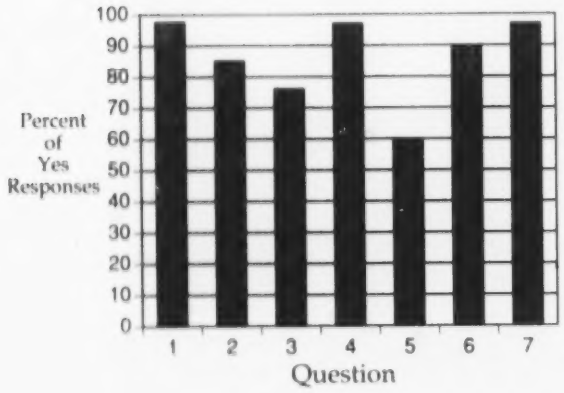
3. Do you plan to participate in the program next summer as a result of your experience this year?

4. Do you believe the teacher who was hired acquired knowledge through your employment experience that could be transferred to the classroom?

5. Did you find the application and reimbursement forms appropriate and the total process easy to follow?

69% Response Rate

SURVEY OF PARTICIPATING TEACHERS



1. Did your work experience provide you with knowledge that could be transferred to the classroom?

2. Have you made any changes in your curriculum, lesson plans, teaching methods, or equipment as a result of your summer employment?

3. Do you plan to link your summer employer with your class activities? (e.g. guest lectures, field trips, employment opportunities, etc.)

4. Do you believe you had adequate instruction from and interaction with your employer?

5. Did you participate in the program last year?

6. Do you plan to participate in the program next summer as a result of your experience this year?

7. Did you find the application and reimbursement forms appropriate and the total process easy to follow?

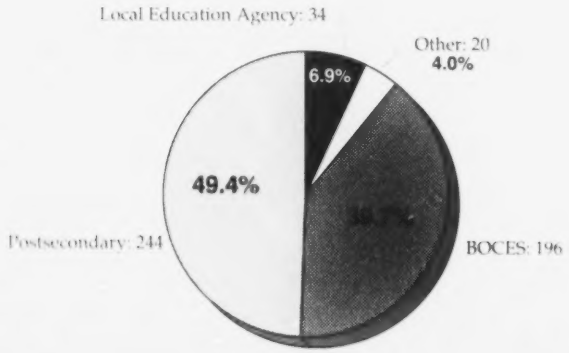
57% Response Rate

The results of the Employer Specific Skills Training Program are satisfied employers and well-trained, productive workers.

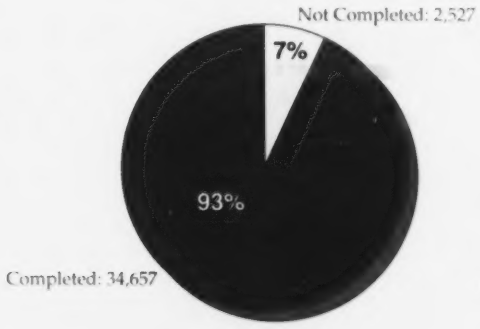
- A total of 494 ESST projects involved more than 4,100 employers ranging from small businesses, trade associations and entrepreneurs to major corporations.
- Some 37,184 enrollees participated in the program.*
- Some 83 projects trained 6,663 union employees in 235 union companies.

** This total does not include TSBTE or Workplace Literacy participants.*

PROJECTS BY TYPE OF TRAINING AGENCY
(494 TOTAL PROJECTS)



EMPLOYER SPECIFIC SKILLS TRAINING PROGRAM
Trainee Participation



TOTAL 37,184 TRAINEES ENROLLED

PARTICIPANT PROFILE DATA OF ALL FUNDING SOURCES*

	CAPITAL DISTRICT	CENTRAL NEW YORK	FINGER LAKES	HUDSON VALLEY	LONG ISLAND	MOHAWK VALLEY	NORTH COUNTRY	NEW YORK CITY	SOUTHERN TIER	WESTERN NEW YORK	STATEWIDE TOTALS
GENDER											
Male	1077	1266	5156	685	3933	575	1074	2359	1358	3882	21365
Female	462	746	2099	509	5022	270	643	1918	796	1991	14456
AGE											
Under 21	188	44	21	91	495	32	18	207	51	126	1273
21-54	1277	1730	6668	1058	6367	708	1570	3962	1868	4757	29965
55 or Older	44	90	608	45	843	52	129	345	221	800	3177
RACE											
White (Non-Hispanic)	1422	1735	6190	936	6811	763	1660	1126	2049	5429	28121
African-American (Non-Hispanic)	38	52	742	154	883	8	0	1336	55	146	3414
Hispanic	12	15	158	80	548	8	6	629	7	33	1496
Native American/Alaskan Native	4	6	186	0	24	4	32	43	23	52	374
Asian/Pacific Islander	11	34	89	21	195	3	0	1143	4	42	1542
OTHER CHARACTERISTICS											
Handicapping Condition	12	84	68	32	68	11	20	17	43	71	426
Public Assistance	50	68	102	33	22	16	27	376	20	58	772
Economically Disadvantaged (Non-Public Assistance)	43	54	72	117	20	16	27	418	24	26	817
U.I. Recipient	5	36	0	71	134	1	0	184	5	27	463
Dislocated Worker	4	49	1339	125	380	5	12	361	1	15	2291
Displaced Homemaker	25	6	0	13	5	4	21	48	0	18	140
EMPLOYMENT STATUS											
Unemployed	42	234	137	284	425	8	78	1056	8	114	2386
Full-Time	1443	1736	6058	871	6916	652	1359	2587	1990	5360	28972
Part-Time	50	30	1202	39	531	49	259	635	122	265	3182
INCOME STATUS											
Under $10,000	62	167	126	234	554	52	174	1471	44	191	3075
$10,000 - $14,999	163	354	121	88	540	109	217	427	196	706	2921
$15,000 - $19,999	429	279	378	207	1073	65	176	698	620	1173	5098
$20,000 - $24,999	223	119	904	162	1084	73	205	668	582	970	4990
$25,000 - $29,999	178	122	2083	188	1229	106	139	449	249	701	5444
$30,000 - $39,999	271	239	1915	215	1124	85	436	95	160	1012	5552
$40,000 - $49,999	69	220	1383	84	716	47	209	89	41	390	3248
$50,000 & Over	63	66	335	25	537	37	22	438	41	272	1836

*Each category reflects the number of voluntary responses received.

TOTAL TRAINEES											
Responses Received	1539	2012	7255	1194	8955	845	1717	4277	2154	5873	35821
Enrolled	1587	2548	7619	1196	8998	847	1733	4300	2230	6126	37184
Completed	1532	2465	7298	1132	8594	770	1644	3423	2127	5672	34657

BEST COPY AVAILABLE

More than half of the firms involved in the Employer Specific Skills Training Program were small (under 100 employees), including a significant number of minority- and women-owned businesses.

- Fifty-two percent of all companies served in 1989-90 employed fewer than 100 workers.
- Minority-owned businesses accounted for 20 percent of the total firms participating in ESST projects.
- Seventeen percent of all companies served were owned by women.
- In addition, 3,831 self-employed entrepreneurs improved their business planning and management skills.

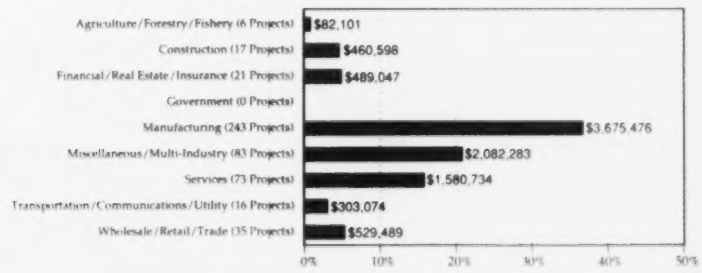
EMPLOYER CHARACTERISTICS

	Number	
Companies:	4,173	
Under 100 Employees	2,159	(52%)
Minority-Owned	818	(20%)
Women-Owned	701	(17%)
Self-Employed Entrepreneurs:	3,831	

The Employer Specific Skills Training Program has proven to be especially important to manufacturing firms, a sector that is vitally important to the strength and diversity of the State's economic base.

- Almost half of all Fiscal Year 1990 Employer Specific Skills Training projects, totaling $3.7 million, involved manufacturing sector employers.
- The remaining programs included projects in all major sectors of the economy.

PROJECTS/AWARDS BY INDUSTRY TYPE
494 Projects/$9,202,802 Awarded



FUTURE DIRECTIONS

Future plans for Teacher Summer Business Training and Employment and Employer Specific Skills Training Programs will take them in several new directions.

- Efforts will continue to enhance the coordination of State Education Department workforce development activities with those of other State and local agencies leading to an integrated service delivery system.
- State-of-the-art training programs in Total Quality Management, Statistical Process Control, Just-In-Time Inventory, Leadership Skill Development, Teamwork, and Computer Skills will continue to expand. Curricula developed will be made available statewide.
- Projects assisting small, minority- and women-owned businesses in construction and other industries will be expanded.
- Expanded assistance will be provided for dislocated workers, the underemployed and the "working poor," especially in economically distressed areas.
- Programs will be developed to assist defense manufacturers to take advantage of new opportunities in commercial or industrial production.
- Regional staff development programs in workplace literacy are being planned to train and develop curriculum and instruction relevant to the workplace. Staff will also conduct studies to determine the cost-benefit ratio of delivering workplace literacy programs.
- Apprenticeship programs will be expanded and increased support provided for related instruction.

FINANCIAL RESOURCES*

During State Fiscal Year (SFY) 1989-90, $10,870,432 was allocated from six funding sources to contribute to the Employer Specific Skills Training Program.

- Employer Specific Skills Training Grant (ESSTG) funding provides upgrading of employed workers and skills training for new hires.
- Employer Specific Skills Training Additional Grant (ESSTAG) funding supplements ESSTG with special emphasis on serving disadvantaged individuals and dislocated workers.
- Economic Dislocation and Worker Adjustment Assistance (EDWAA) Act funding provides retraining to dislocated workers for new employment opportunities.
- JTPA Title II-A 8 percent funds are targeted to individuals with various barriers to employment.
- Vocational Education Act funds support a wide range of activities including participant assessment, curriculum development, job specific training, program dissemination, and entrepreneurship training for minority/women owners.
- Workplace Literacy funding provides training ranging from basic literacy to secondary level skills. These funds are primarily targeted towards union workers.

SFY 1989-90 REGIONAL ALLOCATIONS

Region	VEA	JTPA 8%	EDWAA	ESSTG	ESSTAG	TSB	Total TSB/ESSTG	Workplace Literacy	Total Program Funds	Center Admin. Funds
LONG ISLAND	$ 136,944	$ 75,874	$109,831	$ 505,836	$ 214,000	$104,330	$ 824,166	$ 150,000	$ 1,296,815	$ 205,415
NEW YORK CITY	$ 348,282	$199,376	$328,414	$ 906,653	$ 690,000	$151,191	$1,747,844	$ 993,483	$ 3,617,399	$ 346,821
HUDSON VALLEY	$ 118,426	$ 60,674	$ 60,240	$ 387,812	$ 172,000	$ 59,562	$ 619,374	$ 99,219	$ 957,933	$ 178,676
CAPITAL DISTRICT	$ 75,251	$ 38,634	$ 43,930	$ 180,922	$ 116,000	$ 51,676	$ 348,598	$ 147,044	$ 653,457	$ 139,025
NORTH COUNTRY	$ 67,510	$ 31,857	$ 27,862	$ 163,740	$ 102,000	$ 45,260	$ 311,000	$ 50,000	$ 488,229	$ 112,784
MOHAWK VALLEY	$ 68,065	$ 33,440	$ 36,081	$ 159,740	$ 102,000	$ 49,260	$ 311,000	$ 61,200	$ 509,786	$ 118,012
CENTRAL NEW YORK	$ 100,674	$ 49,337	$ 38,263	$ 169,205	$ 144,000	$ 45,609	$ 358,814	$ 157,015	$ 704,103	$ 118,454
SOUTHERN TIER	$ 75,251	$ 37,494	$ 25,271	$ 163,740	$ 116,000	$ 45,260	$ 325,000	$ 0	$ 463,016	$ 127,322
FINGER LAKES	$ 95,995	$ 50,541	$ 47,146	$ 195,929	$ 144,000	$ 84,549	$ 424,478	$ 290,262	$ 908,422	$ 160,039
WESTERN NEW YORK	$ 113,602	$ 56,115	$ 87,674	$ 227,223	$ 200,000	$102,503	$ 529,726	$ 234,155	$ 1,021,272	$ 222,620
MULTI-REGIONAL PROJECTS	$ 250,000								$ 250,000	
TOTALS	$1,450,000	$633,342	$804,712	$3,060,800	$2,000,000	$739,200	$5,800,000	$2,182,378	$10,870,432	$1,729,168

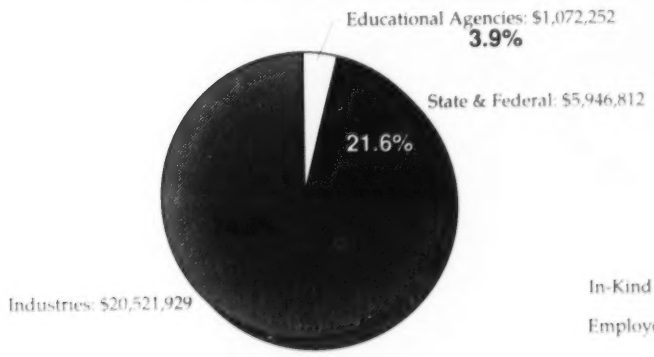
* State Fiscal Year 1989-90 means April 1, 1989 to March 31, 1990 for State funds; Federal Program Year 1989-90 means July 1, 1989 to June 30, 1990 for Federal funds.

MATCHING FUNDS*

The Employer Specific Skills Training Program generated nearly $27.5 million in additional private and public sector funds and in-kind contributions in State Fiscal Year 1989-90.

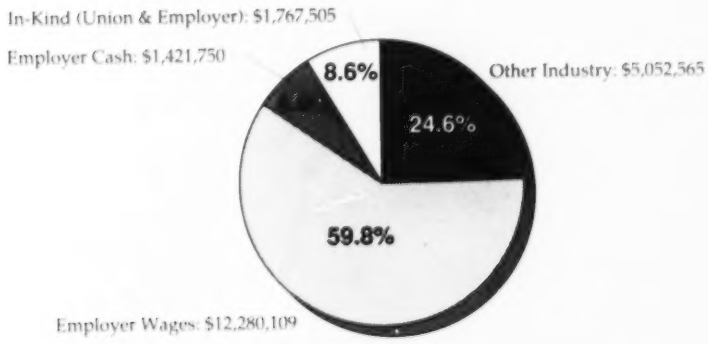
- Participating industries and unions contributed matching funds including trainee wages and benefits, and the use of facilities, equipment, and materials.
- Other Federal and State matching funds included Unemployment Insurance benefits, Department of Social Services payments, On The Job Training funds, Tuition Assistance Program (TAP) and Pell awards, Appalachian Regional Commission (ARC) funds, and Regional Economic Development (REDS) funds.
- Educational agencies provided additional matching resources including use of facilities and equipment, personnel services, and supplies.

MATCHING FUNDS



TOTAL $27,540,993

INDUSTRY MATCHING FUNDS



TOTAL $20,521,929

* All funding sources, with the exception of VEA and Workplace Literacy funds, require a dollar for dollar match statewide.

APPENDIX

CAPITAL DISTRICT FIRMS 1990

ALBANY
Albany/Colonie Bus. Main. Org.
Albany Medical Center*
Albany Refrigeration, Inc.
Basic Printing
Beginnings Unlimited, Inc.
Capital Office Products Co.
Charles Souvenir
Commercial Marketing Ser.
Dorsey's Millwork
Empire State Thrift Service*
Employees Ownership Group
Gasoline Retailer's Assoc.
G. M. Shoes
Hallamore, Inc.
Illustrator
Ironworkers Local Union # 12
Key Corp.
Kubler Automotive Rebuilders
Lane Press
Minority Loan Officer
Moore Data Management
P. A. Ruth Automative
P. M. Connelly, Inc.
Printing Industries Assoc. NYS
Rebar Associates
Recovery Unlimited
T.O.B. Art Gallery
Teddies Plus
Union National Bank
Whitney Associates*

ALPLAUS
B & W Steel, Inc.

AVERILL PARK
Metal Building Specialists

BALLSTON LAKE
Bendick Construction Co.

BALLSTON SPA
Cape Isle Knitters
Coat World
Corning
Curtis Lumber Company
Designer Jeans
Dexter Shoes
Houseware Stores
Jones New York
Lady Leslie
Nicole Matthews
Ribbon Outlet
Royal Doulton
Saratoga Village
Saratoga Village Food Court
Sultra Inc.
Sweaters Plus
The Lingerie Shoppe

CAIRO
Phoenix Electric Co.*

CAMBRIDGE
BHF Machines (Contact Co)
Mary McClellan Hospital*

CATSKILL
Independent Cement Corp.
Ritters Garage*

CLAVERACK
Columbia Tractor, Inc*

CLIFTON PARK
Bobrick Washroom
Cardona & Sons, Inc.
North American Carbide

COHOES
Albany Marine Service*
Cohoes Consortium Businessmen
Saratoga Street Garage

COXSACKIE
United Stationers Supply Co.

DEFREESTVILLE
S & L Associates, Inc.

DELANSON
Eastern Reinforcing Services

DELMAR
Delmar Sunoco

EAST DURHAM
Lloyd's Of East Durham

EAST GREENBUSH
Home & City Savings Bank

EAST NASSAU
Collamer & Associates*

GANSEVOORT
Baldwin Brothers
Saratoga Westside Iron Works
Wilton Auto/Truck Plaza*

GLENMONT
Gould Erectors, Inc.

GLENS FALLS
Adirondack Specialty Welding*
AMG Industries, Inc.*
Coneco Laser Graphics
Genessee Refrigeration Supply
Mechanical Electrical Systems
PJ Enterprises
Thermal Associates

GREENE & ADIRONDACK AREA
Chambers Of Commerce

GUILDERLAND
Express Wishes
Northeastern Stud Welding Co.

HOOSICK FALLS
Norplex Oak Co. Inc.
Oak-Mitsui, Inc.*

HUDSON
The English Antique Center
Truxton Machinery, Inc.

JAMAICA
ARA Leisure Services Corp.*

LATHAM
Andy Vosburgh Getty
Around The Clock Care
C.T. Male Associates
David J. Reid-Complete Repair*
General Steel Fabricators, Inc.
Mechanical Technology, Inc.
Michar Modeling & Talent Agcy
Nemith Motor Corp.

"The Regional Education Center is an invaluable resource for business; providing services on an affordable basis. Training improved our ability to deal with customer SPC requirements, improved assurances that our products will continue to meet high quality standards, and represented the first step toward our company positioning itself as a leader in quality."

David W. Bobrek
Blasch Precision Ceramics
Schenectady, New York

*Participated in the Teacher Summer Business Training Program

Northway Motor Car*
Vosburgh's

LEEDS
Father & Son's Auto

MECHANICVILLE
D. A. Collins Construction
Lawn Care Alternatives

NEW LEBANON
Ceramaseal, Inc.

NEWTONVILLE
Hoffmans Playland, Inc.*

SARATOGA
Northway Erectors, Inc.

SARATOGA SPRINGS
Allerdice Building Supply Co.*
Quad/Graphics, Inc*
Saratoga Sports*

SCHAGHTICOKE
D.C. Scott, Inc.

SCHENECTADY
Blasch Precision Ceramics, Inc.
Brownell Steel, Inc.
Dave Hunt's Auto Services
Empire Vision
Environment One Corp.
Harvey J. Davis Builders, Inc.*
HRG Steel Erectors, Inc.
Inner Circle Studios*
Insulating Materials, Inc.
John's Auto Service
Levi Case Company
Mid-State Steel Erectors, Inc.
Price Chopper*
Schenectady County Companies

SCHODACK LANDING
Hannaford Brothers Company

SCOTIA
Beeche Systems*

SO. GLENS FALLS
James River Corporation

TROY
Alcron, Inc.
Automated Dynamics, Corp.
Elegance Unlimited
K-C Refrigeration Transport*
Ryan-Biggs, Assoc., P.C.
Troy Economic Development Zone
Troy Times Record
Whitehurst Press
Zak, Inc.

WATERFORD
Beck-Mart Construction Co.

WATERVLIET
Al-Tech Specialty Steel Corp.
American Panelized Systems, Inc.
Northeast Riggers & Erectors

WARRENSBURG
Mundy's Home Center*

*Participated in the Teacher Summer Business Training Program

CENTRAL NEW YORK FIRMS 1990

AUBURN
Cayuga Co Soil & Water Cons.*
J K Hogan Construction*

BALDWINSVILLE
Anheuser-Busch, Inc.*
McLane Northeast

BREWERTON
Bradbury's Boatel*

CANASTOTA
All Care, Inc.

CENTRAL SQUARE
Central Square Ford

CORTLAND
Cortland Memorial Hospital
Place Insurance
Smith Corona

DRYDEN
Tompkins-Cortland Community College

EAST SYRACUSE
Anaren Microwave, Inc.

FULTON
The Black Clawson Co.

HOMER
Albany International

ITHACA
Citizens Savings Bank

LIVERPOOL
Bisha Home Improvement*
DeRose Construction Co.
Personal Computer Services, Inc.

MALONE
4-H Camp Overlook*

MANLIUS
Magnavox CATV

NORTH SYRACUSE
Spuches Big M*

ONEIDA
Alcan Rolled Products
Comprehensive Care Of Syracuse
Oneida City Hospitals
Oneida Hospital

OSWEGO
Operation Oswego County
Oswego Nautical
SUNY College At Oswego

PULASKI
Pulaski Ford & Mercury, Inc.
The Fulton Companies

ROME
Rome Hosp/Murphy Memorial Hosp
Rome Nursing Home

SENECA FALLS
Goulds Pumps, Inc.

SYRACUSE
Bond, Schoeneck & King
Business Opportunity/Disabled
Community General Hospital
Consolidated Industries
Crissey/Garritano Architects
Crouse-Hinds Company
Eastern Microwave, Inc.*
Empire Vision
Inland Fisher Guide GMC*
Robert E. Hayes, Plumbing/Htg.
Syracuse Developmental Services
Syracuse New Times
Syracuse University
Syracuse University Dining Services
United Radio

TULLY
Hancock Manufacturing

UNION SPRINGS
Wickes Manufacturing, Inc.

UTICA
County of Oneida/Department Of Health
Emdin's Pharmacy*
Quality Care, Inc.
Visiting Nurse Assn./Utica

WAMPSVILLE
Madison County Department of Health

WEEDSPORT
Leonardi Mfg. Co., Inc.*

"SPC and Supervisory Training Programs have reduced the pounds of material rejected internally and externally by 16.4 percent. In addition, a customer has increased our rating as a quality supplier by two full percentage points. Scrap pounds have also been reduced by one half of one percent of total pounds shipped."

Chris Makarushka, Human Resources Director
Omega Wire Inc.

*Participated in the Teacher Summer Business Training Program

FINGER LAKES FIRMS 1990

ALFRED
Alfred University

AVON
Livingston Co. Mechanical

BATAVIA
Deluxe Machine & Tool Co.
Genesee County Chamber of Commerce
Hodgins Printing
Kaufman Footwear
Melton Shirt Factory

BROCKPORT
Oak Orchard Community Health Center

CALEDONIA
Allen-Bailey Tag & Label
Chloride Electro Networks

"We have been able to reduce the cost of the product by 47 percent and in some areas of our plant, we have improved quality by 800 percent. This increase in quality and reduction in cost would not have been possible without the training of our workforce provided with the assistance of New York State through the Finger Lakes Regional Education Center."

Bud Holler, Vice President
UAW Local 1097, AC
Rochester Products Division
of G.M.
Rochester, New York

CANANDAIGUA
Amtx-Advanced Micro Fabricatiion
Canandaigua Chamber
Canandaigua Wine Company
F.F. Thompson Hospital*
FLDCD, Inc.
Sonneneberg Gardens*
Videk
Voplex, Canandaigua Plastics Division

CHAUTAUQUA
UAW-GM Human Resource Center*

CLYDE
Thomas Electronics, Inc.
Parker Hannifin

CONESIUS
Davis Marina*

CORFU
Indian Falls Lake Resort*

DARIEN CENTER
Darien Lake*
Darien Lake Theme Park
Skyline Resort, Inc.*

DRESDEN
Camp Whitman/Presbytery Geneva*

EAST BLOOMFIELD
Crossman Products, Inc.

EAST ROCHESTER
Computers & Care Div. Of Zip*

ELBA
Lee Shuknecht & Sons*

FAIRPORT
Fairport Federal Credit Union*
Gleason Components
Kelly Services, Inc.*
Lozier A/E
LPA Software
Target Machine Inc.*
Terronics Incorporated

FISHERS
Custom Craft Heating & Cooling*
Flightline Electronics

GENESEO
Atochem

GENEVA
Display Technologies, Inc.
Finger Lakes Council*

GRAND ISLAND
Occidental Chemical*

HAMLIN
James Guion General Contractor*

HOLCOMB
Information Tranfer Incorporated

HONEOYE FALLS
Travel By Dawn, Inc.*

LEROY
Lapp Insulator

KEUKA
Keuka College

LOCKPORT
Harrison Radiator

LYCOMING
New York Power Authority

MANCHESTER
Spancrete Northeast, Inc.

MEDINA
Smith & Nephew

NAPLES
Bristol Valley Productions*

NEWARK
Foldpak Corporation
IEC Electronic Corporation
Newcut Inc.*

PENFIELD
Tobin & Associates

PHELPS
EG&G Wright Components

PITTSFORD
Mes Chers Choux, Inc.*
Mobil Chemical
SMA Medical Equipment

RENSSELAER
BASF Corporation

RETSOF
AKZO Salt Mine

ROCHESTER
ABB Process Automation
AC Rochester
AC Rochester Division, GMC*
ACC Long Distance Corporation
Advertising Council of Rochester
Alkron Manufacturing Corporation
Alling & Cory
American Red Cross
American Soc. Quality Control
Arts for Greater Rochester
ASC Haverstick
Association Management Services

*Participated in the Teacher Summer Business Training Program

Atchem
Atkell Services
Bausch & Lomb
Bethlem Services
Blair Advertising
Buckman's Car Wash, Inc.
Center for Youth Services
Certified Grinding
Chessman Security Systems
Columbia Banking
Community Care of Rochester, Inc.
Computer Consoles
Coopervision
Cornell University ILR
Davenport Machine
Delco Products
Delco Products Division, GMC*
Delco Products/IUE
DeRidder Inc.
E.I. DuPont
Eastman Kodak Company*
Eltrex Industries
ENI
Fison Pharemedicitcal
Flowers First at Phelps
Forbes Products Corporation
Ford Research Services
Galloway Investments
General Railway Signal
Genesee Brewing Company
Genesee Telephone Company
Girl Scouts Genesee Valley
Gleason
Greater Rochester Cablevision
Hammer Litho
Harris Corporation RF Communication Group
Harris Graphics
HCR
Heusingers Instant State Inspe*
Hodgins Printing
Hutchins/Y&R
IBM
Industrial Analysts
Industrial Management Council
J.P. Associates
Jay Advertising
JC Penney Styling Salon*
JSRW Corporation
KEK Associates, Inc.
Keller Finanacial
Kelly Services*
Kinderkare
Kirkhaven
Larsen
Logical Operations
Marine Midland Bank
Mixing Equipment Company*
Monroe Athletic Centers
Nagle Company
New York State Department of Labor
Northside Surgical
O'Grady McCormick Mechanical Contractors
Paine Webber Incorporated
Paul Goree, Incorporated
Pearle Vision
Personal Nursing Service
Pfaudler Company
Postler & Jaeckle Corp.
Price Waterhouse
Ralph R. Borchard, Inc.
Regional Council on Aging
Rivertront Medical Services
Rochester Gas & Electric Corp.*
Rochester General Hospital*
Rochester Manpower, Inc.
Rochester Products
Rochester Telephone
Rochester Tool & Machine Inc.
Rochester Tooling & Machining
Rogers Associates Tool & Die Corporation
Sather & Associates
Schifferli, Bernardi, Russo
Schlegel Corporation*
Sear-Brown Group
Sentry Color Labs
SMP Company
Staton & Hucko
Summit Credit Union*
Superior Design Corporation*
Tanner & Associates
Taylor Instruments
Traynor Confidential
United Way
University of Rochester
Unlimited Care
V.J. Stanley Incorporated
Venture
Walden Hall Asociation
Wegmans Food Markets
Winterman Incorporated
Wordsmart, Incorporated
Xerox Corporation

ROMULUS
Lakeshore Winery*

SAVANNAH
Lakeland Equipment Corporation*

SENECA FALLS
Gould Pumps, Inc.

SILVER SPRINGS
Morton Salt*
Wyoming County Fair Assoc. Inc.*

VICTOR
Alliance
James D. Day Co. Inc.
Redcom Laboratories, Inc.
Videk

WARSAW
Wyoming Co. Office of Aging

WATERLOO
Hartman Rack Products, Inc.

WEBSTER
Radionics Inc.
Trident Tool Co. Inc.
Xerox Corporation

WEESPORT
Drivers Independent Race Track*

WHITE PLAINS
National Westminster Bank

WILLIAMSON
Cadbury Deverate Beverage

*Participated in the Teacher Summer Business Training Program

HUDSON VALLEY FIRMS 1990

BEACON
Tallix
Texaco, Inc.*

BREWSTER
Hipotronics
Sal Vasi-Architect

BRIARCLIFF MANOR
Thompson Consultants Int'l.

CAMPBELL HALL
K. Adamis Farms, Inc.

CARMEL
Warren Carroll-Architect

CENTRAL VALLEY
Woodbury Common

CHESTER
Brakewell Steel
Chester Cable/Alcatel
USCO Distribution Services

"In the area of production alone, there has been a 5 percent increase since Phase I of our training program. There appears to be a greater awareness of quality, demonstrated by improved communications. Employee morale is at an all time high, and as a result has aided our recruitment efforts. All these factors will contribute to maintaining and improving our position as a strong major employer and manufacturer in New York State."

Joanne Squires, Personnel Manager
Tesa Tuck Inc.
Middletown, New York

COHECTON
John Bernas Construction

CROTON FALLS
Controlex-Imo Delaval

CROTON-ON-HUDSON
Richard Chapman

ELMSFORD
Regan Of Westchester

FOREST HILLS
Citibank

GOSHEN
Minolta

HARRISON
Bank Of New York

HARTSDALE
Yonkers Teachers Federal C/U

HAWTHORNE
People's Westchester Bank

HIGHLAND
Plasmaco

JEFFERSONVILLE
J. Hughson Excavating

KINGSTON
Huck Manufacturing

LIBERTY
C. Yaun's Sons, Inc.
Clinton Tompkins Dodge
M & M Ford/Lincoln/Mercury

MIDDLETOWN
Bank Of New York
Cornell Cooperative Extension*
Cosmo Optics
Genpak
Hudson Valley Trade Assoc.
Tesa Tuck, Inc.
Wakefern

MILLBROOK
MSSI-Micro Sys Specialists

MONTICELLO
Arthur Glick Truck Sales
Bognes-Seital Lumber
Kutshers Country Club
Reliable Oil Burner Service
Veo-Van Etten Oil

MT. KISCO
Burger King

MT. VERNON
Lark Associates, Inc.

NANUET
Career Directions
Covertemp-Gateway
Lindsay Water Conditioning

NEW CITY
Day Camp In The Park*
Steven Silverstein-Attorney

NEWBURGH
Albro Utilities Corporation
Daley Oil
J & H Smith
Johnson Controls
Macbeth Division*
Metal Container
Newburgh Molded Products*

NYACK
Apple Computer*
Nyack Hospital*

ORANGEBURG
Homecraft Consumer Products*

OSSINING
Carmine D'Uva

PEARL RIVER
Lederle Laboratories*
NYNEX Mobile Communications*

PEEKSKILL
Mearl Corporation
Normandeau Associates, Inc.*
William H. Dawson

PINE BUSH
Pine Bush Equipment

POMONA
Camp Ramaquois*
Ceramtech Intl.*
Westrock Pool Center

PORT JERVIS
Future Homes Technology

PORT CHESTER
Regent Heating and Cooling

POUGHKEEPSIE
Byrnes' Message Bureau
Fairview Litho
Hamilton Reproductions

PURCHASE
Mutual Of New York (MONY)

*Participated in the Teacher Summer Business Training Program

Nestle Foods
United States Fidelity Co.

RYE
Steves Auto Body

SCARSDALE
Centennial Realty*
Sunningdale Country Club

SOUTH FALLSBURG
S&W Ice Cream, Inc.*

SPRING VALLEY
Cross Atlantic Mgt. Corp.
Intergraphic Technology
LAF Construction
Weleda, Inc.

STANFORD
Clairol

TARRYTOWN
CPC Group-General Motors Corp*
Westchester Marriot Hotel
XEROX

VALHALLA
West County Medical Center

WALDEN
Spence Engineering

WALKHILL
Van Deusen's Fuel

WAPPINGERS FALLS
Command Airways
B/D Contracting*
Bottini-Morgan Fuel

WEST NYACK
Champion International
Grant Hardware

WHITE PLAINS
Alpine Tree Care
American Savings Bank
Bank Of New York
Chemical Bank
Fuller & D'Angelo P.C.*
Gannett Westchester Newspapers*
Le Shack
Papp Architects
St. Agnes Hospital
Tefft Business School*
Texaco, Inc.
Various
Westchester Business Institute*
Westchester County
Westchester Minority Bus.
White Plains Hospital

YONKERS
Codenall Technology Corp.
Greyston Bakery
Mayfair Organization, Inc.
St. Joseph's Medical Center
The Travelers
Yonkers Saba (Sponsored)
Yonkers Savings & Loan

YORKTOWN HEIGHTS
Bluecross Blueshield-Medicare
Edwin-Elliott Architect
Frank Pace
Good People
IBM T.J. Watson Research Ctr.*

YOUNGSVILLE
Wagner Century Oil

*Participated in the Teacher Summer Business Training Program

LONG ISLAND FIRMS 1990

ALBERTSON
Crockett and Buss

AMITYVILLE
General Microwave

AQUEBOGUE
Additive Products
Palmer Vineyard
Management Functions

ATLANTIC BEACH
Atlantic Beach Club*

BABYLON
Inner Journey Book Store
Water King Lawn Sprinkler

BALDWIN
Jim Oshinski
Regina Finkelstein

BAYPORT
Hubert Zepf Surgical Instrumts*

BAY SHORE
Anfra Productions
Ben Electric
D V C Industries
Daystar International
DVC Industries
Lumex Corp.
P.A. Industries
Stern Fire Products

BAYVILLE
Hendrickson Bus Co.

BELLE TERRE
Novellino Enterprises, Inc.

BELLPORT
Polymag, Inc.

BOHEMIA
Aerospace Avionics
Amer. Resdnt'l. Mrtg.
Commander Electric
Component Sales
Dayton T. Brown
Dorne and Margolin
Eastern Components
ILC Data Devices
Litton Aero Products
Megadata
San-O Industrial
Symbol Technology
Syntex
The Nut Basket

BRANT LAKE
Point O'Pines Corporation*

BRENTWOOD
Electronic Designers
Inter Isl. Distrib.
Lauren Staley Realty
Liberty Ind. Finish
Mc Kenna Publ. Co.
Todd Products

BRIGHTWATERS
M T S Envirosurv.

BROOKHAVEN
Zukoski Plumbing

BROOKLYN
Texaco Star Enterprises

CARLE PLACE
Hart Systems
L.I. Development Corp.*

CENTER MORICHES
Triconic

CENTEREACH
Buscemi & Buscemi
D & R Advertising
Long Island Paneling
Money Management
Royce A.V.
Weather Wise Contracting

CENTRAL ISLIP
Ferma Fuel
Hale Getaway Inc.
Lilco
P.J.'s Deli

CHERRY VALLEY
Rainbow Gallery*

COMMACK
Alfred Jaeger, Inc.
Automatic Connectors
Bren-Tronics
C.F. Electronics
Coherent Comm.
SAS Realty Evaluations, Inc.*

COPIAGUE
General Aero Inc.

CUTCHOGUE
Bedell Cellars
Bidwell Vineyards
Gristina Vineyards
Hargrave Vineyard
Island Vineyards
Jamesport Vineyards
McCullough Vineyard
Peconic Bay Vineyards
Pugliese Vineyards

DEER PARK
Dimensions Plus Inc.*
Eaton A.I.L.

E. FARMINGDALE
Montauk Rug and Carpet

E. NORTHPORT
Deutsch Relays

E. PATCHOGUE
Silver Graphics

E. SETAUKET
Mark of Excell. Wallcoverings

EAST ISLIP
Marie's Bookstore

EAST MEADOW
The Original Tempo Services

EAST MORICHES
Eastern Scaffolding & Shoring*

EAST NORTHPORT
AAG Electrical Con.
Fred's Carpet

ELMONT
J.M.R. Lawn Sprinkle

FARMINGDALE
Anchor Planning Serv.
Avanti Furniture Co.
C M I
Creative Technical Services
Devaul Masonry
God's Green Earth
I-TEL Instant Space
Island Insulation
Marconi Circuit Technology
Oakwood Dance Studio
Prof. Copier Service
Roccanti Construction
Romanelli & Sons
Salesmaster
Stuart Reitman Insur.
Target Rock Corp.
Winklers Fireside

*Participated in the Teacher Summer Business Training Program

FARMINGVILLE
Island Wide Landscaping

FREEPORT
Allyn Oil Co.
Stanley Stahl and Co.
Tech Optics
Universal Mack Enterprises

GARDEN CITY
Alexander's
Baker and Leeds
Paul Conn Electric
The Depository Trust Company*

GLEN COVE
Glen Floors
Harrison Conference Services*

GREAT NECK
Abel Health Mgt.
DMA Med Chem
Evins Exterminating
Fischer and Burstein
Gloria Rothfeld, ASID
Greater Great Neck Restr.
Indus. Risk Spec.
Lester Morse PC
Marathon Physical Therapy
Marvin Cutler
Massaro Bros.
Peter's Place
Reliable Travel
Signalert Corp.
The Original Tempo Services

GREENLAWN
Hazeltine Corp.
Joe Barb Travel Ltd.*

HAMPTON BAYS
Okeanos Research Foundation*
Seatonics, Inc.

HAUPPAUGE
Algorex
Anorad Corp.
Audiovox Corp.
Com Tech Microwave
Disc Graphics
IDR, Inc.
Jacknob
Jayco Electronics
Lee Dan Communication
Ma-Com Power
Mailmen, Inc.
Metropolitan Life
Narda Microwave
Numax Electronics
Oil Heat Institute
Orbit Instrument
Satellite Trans.
Sterling Temps
Traub Automatics
Wiedersum Assoc.

HEMPSTEAD
Displaced Homemakers
Hempstead Lincoln

HICKSVILLE
Air Technique*
J.O.W., Inc.*
Lawn Sprinkler Service
Lilco
L.I. WEOC*
Sears
XCEL Catering*

HOLBROOK
Aerospace Lighting
Four Seasons Solar
Spies Travel

HOLTSVILLE
B & J Maintenance
Farmingville Launder-Matic
Hermetic Aircraft

HUNTINGTON
Aboff'S
Berry Electrical Co.
Rainbow Sprinkler

HUNTINGTON STATION
Manor Fuel Co.

HUNTINGTON VILLAGE
Freedman Jewelers

INWOOD
Rocket Interior

ISLAND PARK
Rotary Club
ISLIP
Bargain Book Publ.
Pfeiffer Publ. Rel.
Wm. H. Harrison, Jr. & Assos.*

ISLIP TERRACE
Roberta's Ital. Ices

JERICHO
Chemical Bank*

JEWETT
Premier Tennis Camp*
Water Works

KINGS PARK
Stanhope Associates, Inc.*

LAKE PLACID
Camp Treetops*

LAKE RONKONKOMA
Informed Info. Services

LAWRENCE
Carbo Concord Oil

LEVITTOWN
Levit'n Animal Hospital
Midas International
Stream Line Lawn Sprinklers

LINDENHURST
All Global Commun.
Printex Electronics
Winant Exteriors

LONG BEACH
Long Beach Fed. Credit Union*

LYNBROOK
Frank J. Becker, Inc.*
Jamaica Savings Bank

MANHASSET
CMP Publications
Science Museum Of Long Island*

MASSAPEQUA
Biltmore Beach Club*
Ferrando-Lange Co.

"The Winegrowing Symposium was, without question, the most important educational event we ever had. The program will advance the economic success of our Long Island Wine Industry far into the future. The ultimate effects will take years to unfold, but they are substantial and very basic."

Larry Fuller-Perrise, General Manager
Winemaker Gristina Vineyards, Inc.
Cutchogue, New York

*Participated in the Teacher Summer Business Training Program

Graphic Design Studio
Joseph Rinaldi, Inc.
LI Floor Covering

MATTITUCK
Mattituck Hills Winery
Times - Review Newspapers*

MEDFORD
Air Mark A/C
J. Cerullo Snow Plowing
Nat. Assoc. Women Bus. Owners
Suffolk Fed. Savings
Suffolk Sprinkler Systems

MELVILLE
Estee Lauder
Histacount
Miltope Corp.
Newsday
Norden Systems
Pergament Home Centers
Underwriters Labs.

MERRICK
Byte Shop*

MIDDLE ISLAND
Middle Isl. Vet. Hospital

MILLER PLACE
Amsoil Agency
Stonington Vineyards

MINEOLA
Dynaire Co.
JRS Architect, P.C.*
Sidney B. Bowne & Son*

MT. SINAI
Pool Pals

NESCONSET
Jostalene Food Corp.

NEW YORK CITY
Jaret Ltd.*
Select Fitness Center, Inc.*

NO. MASSAPEQUA
Valentine Music

NORTHPORT
Mustard Seed Realty
V.F.R. Construction Company*

OAKDALE
Oakdale Lumber*
The World's Art Gallery

OCEANSIDE
Century Design
Elizabeth Row
Horizon Financial
Howmat Electric
Oceanside Bd. of Trade

OLD WESTBURY
Old Westbury Golf & Country Club*

PATCHOGUE
Cent'l Islip/USA-TRI.
Ed's Communication
Integity Resources Equity
Murrary and Quarltere
Nat. Health Claim Service
Novick Realty Agency
Patchogue Corp.
Philmark Builders
Smith and Jung
Swezey's Dept. Store
Taitz and Bernard, Atty.
The Marion Co.
Ungermann-Bass
Zwissler, Diedolf

PECONIC
Lenz Winery
Pindar Winery

PLAINVIEW
Analytab Products
Austin Travel
Cornell Coop. Ext. 4-H Camp*
Logimetrics
Rite Fuel
Spellman High Volt.
Veeco

PORT JEFFERSON STATION
Cat in the Bag
Long Island Comfort
One-to-One Nursing Care, Inc.*
Victory Sports Medicine

PORT WASHINGTON
Monfort Ice Cream Co.
Alper Hardware
C and B Belts
Colombo Catering
Dell Transportation
Enviro-Save
Joan Smith Florist
Kurz Oil
Lager Yachts
Lopez and Assoc.
Macrate Realty
Matthew Neiman, DDS
Ocular Insight
Richard Optical
Seiler Insurance
The NPD Group
Thomson Industries

QUOGUE
East L.I. Electr.
Quogue Swimming Pool

RIVERHEAD
Diana's Right Travel
Electrolux
Electronic Eel, Inc.*
Entrep. Supp. Ctr.
Hazeltine Corp.
Tire Craft, Inc.

ROCKVILLE CTR.
Laura Rizzuto
MBI Associates

RONKONKOMA
Amer. Kidney Fund
Anchor Offset Prep
Champ Products
Double Check Builders
Guden
KIC Corp.
Ungermann-Bass
World Jet Corp.

ROSLYN
Pierce Coach Lines
Record World

S. HEMPSTEAD
Goldsmith Louison Co.

SAYVILLE
Brinkmann Hardware
Image Engraving Co.
J and G Tile
Jost Dry Cleaners
JR Tours
Kay Jewelers
Sayville C. Of C.
Sayville Ferry Serv.
Typing Unlimited
Woodley Advertising

SEAFORD
Nat. Coverage Corp.
SELDEN
John Dougherty, G.C.
SETAUKET
B.C. Systems

SHIRLEY
Atomic Products

*Participated in the Teacher Summer Business Training Program

SHOREHAM
George Mac Donald Accountant*
Priority Lawn Maint.

SMITHTOWN
Capital Financ. Plan.
Cataract, Inc.
Contractors, Consult. & Elec.*
Parker-Hannifin Corp.
Scope-Peconic Dunes Camp*
Suffolk Community Council
Travel Sales Associates
Trilogy Technical Services

SOUTHAMPTON
Blackman Southampton
Hampton Real Estate Development*

SOUTHOLD
Mudd's Vineyard

ST. JAMES
Alodium Video
CVI Limited
KMC Computer Services
Seaman Fuel Co.

STONY BROOK
Summer Inst.-American Living*

SYOSSET
Friends For L.I.'s Heritage*
Infinity USA
Smith Klein Bio Labs

UNIONDALE
First Card Services
Various
LI Wine Council
Local Auto Dealers
Local Marinas
Vinyl Floor Inst.

UPTON
Brookhaven National Laboratory*

WANTAGH
Palace Electrical Co.

WEST BABYLON
Autorains
Dutchmen Diesel Inc.
Tri-Tech Planning

WEST HEMPSTEAD
Beldoch Industries
National Westminster Bank USA*

WEST ISLIP
JFF Electric Inc.
LA Grange Inn

WEST SAYVILLE
Garrett Const/Contr.

WESTBURY
Catholic Charities
G. Fried Carpet

WESTHAMPTON BEACH
A and M Electronics
Quantuck Beach Club Inc.*
Suffolk 2-Way Radio

WHITESTONE
Greater N.Y. Auto Dealers

WOODBURY
Nationar
Olympus Camera Corp.

WOODSIDE
Solux Corporation*

YAPHANK
Izumi Corp.
Suffolk Fed. Credit Union

*Participated in the Teacher Summer Business Training Program

MOHAWK VALLEY FIRMS 1990

AMSTERDAM
Gem Urethane Corporation
Norstar Bank*

CLINTON
Hamilton College*

COBLESKILL
Mart Travel*

FORT HUNTER
Blanchard's*

FRANKFORT
Mastery Millworks, Inc.*

GLOVERSVILLE
Klohck & Klohck, CPA*
Ruby & Quiri, Inc.*

HERKIMER
Enjem's Inc.*

HOWES CAVE
Kintz Plastics, Inc.*

MALONE
4-H Camp Overlook*

MAYFIELD
Finkle Distributors*

OLD FORGE
Rivett's Boat Livery*

ONEIDA
Madison Co. Children's Camp*

ORISKANY
Onedia Co. Cornell Coop. Ext.*

PALATINE BRIDGE
Lee Publishing, Inc.*

ROME
US Federal Credit Union*

SABAEL
Lake Store*

UTICA
AFSA Data Corporation*
Kershaw Zalewski Assoc., Inc.*
Swimming Pools By Aqua World*

VERNON
Midstate Raceway, Inc.*

WHITESBORO
Hygeia of NY, Inc.*

"Since we started our employee training program two years ago, we have benefited from it in numerous ways. The most obvious ones are a reduction in absenteeism, a more active participation in new projects, and a constant interest in all aspects of the company's affairs."

Klaus Beckman, Vice President
Gem Urethane Corporation
Amsterdam, New York

*Participated in the Teacher Summer Business Training Program

NEW YORK CITY FIRMS 1990

THE BRONX

South Bronx, Morrisania, Port Morris
Aldan International
Alter Steel Window Corp.
Artistic Office Products
C F M Steel & Construction
Cainfas Consultant
Charles James Piping & Heating, Inc.
Chile Construction
City Wise Contracting Development
Davis Construction
Delta Construction
Dynamic Plumbing Consultants Corp.
E & R Hardware
Gae Tech Systems, Inc.
Gillette Construction Company
Globe Construction Company
H. Wallister Francois
Laines Petroleum Corp.
Luval Contracting Corp.
Mr. Special Supermarket
Petenor Painting & Contracting Corp.
Photomarker Corporation
R.R. General Repairs
Rivera & Associates Development
So. Bronx Overall Econ. Dev. Corp.
Tanks A Lot, Inc.
Vasquez Contracting Corporation
Veronica Townsend

Northwest Bronx
August & Zelikson, Inc.
C.R. Collazo Contracting Corp.
Exotic Foods, Inc.
Joe F. Weil
Marlisa Discount Store, Inc.
Stalzon Construction Co., Inc.
Van Rae Electrical, Inc.
Victory Fence Co.
Water Power Corp.

Southeast Bronx
BEC'S General Construction, Inc.
Bermeo General Contractors
House of Carpets
Kazi Construction Co., Inc.
Manuel Sertzen, Inc.
Mashack Construction Co., Inc.
Nate Associate
Ross Apple Construction Services
S & K Roofing & Waterproofing, Inc.

Northeast Bronx
A & P Trading Company Import/Export
All State General
Bly Construction Corporation
Crystal Studio, Inc.
Dazzling Dazzles Construction Corp.
Dixon Counselor
Don Green's Construction
Ed-Tom Construction Corp.
F.W. Clarke Electric Company
Fleetwood Soc (Pub. Relat)
G.L.E. Electrical Construction Corp.
Llewellyn Electric Corp.
Mel Electric, Inc.
Mondell Realty Corp.*
Nuestro Tesoro Catering, Inc.
Pellam Plumbing & Heating Corp.
Ramondo (Pub. Relations)
Rodriguez Word Processor
Tracey Salahuddi
Wil-Tom Construction Co., Inc.
Zunni Construction & Maintenance Corp.

BROOKLYN

Downtown Brooklyn, Brooklyn Heights
Cob Associates of New York, Inc.
Fulton Ferry Liquidators, Inc.
Jamison Contracting
Peron Installations
Rafael E. Contreras
Trico Construction, Inc.

Fort Green, Clinton Hill, Prospect Heights
4H Refrigeration & Ating Inc
D Harris Electrical Contractor
Dentsplay
Eagle Electric
Effanjay Pens Inc.
Glassix Corp.
Lena Laboratories, Inc.
Levco Metal)
Pegasus Electrical Corp.
Temporary Solutions,Inc.
Thermax Construction
Thermax Construction

Middle Village
Global Mechanical Corp.

North Woodmere
Melanie Blatt

Queens Village
Common Ground Construction
Heyward Remodeling

Richmond Hill
Arehilan
Harold H. Klein Peter Agency
Ramdeen's Electric Co. Inc.
Richmond Hill Block Association
Tender Loving Care Inc.
Uniforms for Industry

"The Employer Specific Program funding for the Garment Industry Development Corporation training programs has played a critical role in our strategy to strengthen the apparel industry in New York City."

Jay Mazur, President
International Ladies Garment Workers Union
New York City

*Participated in the Teacher Summer Business Training Program

Ridgewood
Chien Yee Construction Co.
Home Repair Service
Miranda Printing and Office Supply

South Ozone Park
Alex Painting Contractor, Inc.
Shelby Sullivan Tax & Bookkeeper

St. Albans
Alam Developers Constr. Co, Inc.
American Roots Art Gallery
E G Elevator Company Inc.
Mulcare Beauty Studio
V & F Check Cashing

Woodhaven
City Living Furniture

Woodside
Lucy Alejandro
RC Financial Services
Woodside Electric Corp.

STATEN ISLAND
4-Wheel Driveline Systems
A & S Auto, Inc.
B & R Diagnostics
C C & R Repairs
Car Doctors
Casa Incorporated
Cognetta's Corner
County Garage
D Nunes & Sons Construction Inc.
DiBartolomeo Elect. Contractor Inc.
ESP Service Station
Etna Motors
Fran Mar Collision
Goodhue Bottalico
Grasmere Service Station
Great Bear
Gutierrez Painting Co.
Hi-Tech Diagnostics
Island Ford
Joe Woych Inc
Joey's Diagnostic Center
K-Mart Auto Center
Kar Kare
Kirk's S.I. Auto Service Center
Marine Motors
Mike's Service Center
Narrows Auto Repair, Inc.
Orion Service Station
Pride Carpentry Inc.
Richmond Transmissions
Richpat Corp DBA RAM Const.
S.I. Cadillac
Spray City
Victory Auto Service
Wally Auto Repair

*Participated in the Teacher Summer Business Training Program

NORTH COUNTRY FIRMS 1990

ALEXANDRIA BAY
Bonnie Castle Yacht Basin*

CANTON
4-D Springtight Fence Co.
Commercial Sheep Enterprise
Cornell Cooperative Ext.*
Design-A-Party

CARTHAGE
Champion Sand & Gravel, Inc.*
James River Corporation

CASTORLAND
Climax Manufacturing Co.

CHAMPLAIN
Au Coton

CLAYTON
Thousand Islands Craft Sch.*

CRARY MILLS
Angora Goat Flock

DEFERIET
Champion International

DEKALB JUNCTION
Commercial Sheep Flock

FORT DRUM
Fort Drum Civilians

GOUVERNEUR
Kinney Drugs, Inc.

HEUVELTON
Commercial Sheep Flock

HOGANSBURG
Bear's Den
Billy's Bingo Palace
French Riviera
Golden Arrow
Wild Bill's

JAY
Ward Lumber Co.*

LAKE PLACID
ANCA

LISBON
Commercial Sheep Flock

LIVERPOOL
Qualex*

LOWVILLE
Kraft, Inc.
Lewis Co. Agricultural Soc.*

LYONS FALLS
Law Brothers Contracting

MADRID
Madrid Hotel

MALONE
Affiliated Food Service
Alice Hyde Hospital Assoc.
B & P Auto
Cantwell & Cantwell
Dragon, Benware & Co.
Farrar Nursing Home
Furniture Weekend
Ice Cream Shop
JC Penney Company
Kriff's Furniture Store
Malone Dress Factory
Matteson Pontiac
National Army Store
North Franklin Credit Union
Rent-A-Vision
Suburban Propane
Tastee Freeze
The Dressing Room
The Franklin County Arts Council
The Jog Store
The Pine Shop
Tierney/Caron Insurance

MASSENA
Tara's Treasures

MOIRA
National Safety Wear

NEWTON FALLS
Newton Falls Paper

NORFOLK
Baxter Construction*
Northern Machining

NORTH BANGOR
Bill's General Repair
Dwyer's Home Improvement
Marshall Brothers

OGDENSBURG
A. Barton Hepburn Hospital
ACCO International, Inc.
Artist/Sculptor
COMPAS
Duffy's Millworks
United Helpers Nursing Home

PIERREPONT
Stone Meadow Farm Antiques

PLATTSBURGH
Airport Lumber*
Georgia Pacific
Lee Appliance*

PORT HENRY
Dobson Printing

POTSDAM
Canton Potsdam Hospital
Casual Differences
Cleans Sweeps
Curtis Motors, Inc.*
Potsdam Paper Company

RODMAN
Computer Program Consulting
Vincent's Bookkeeping Service

ROUSES POINT
The Meyers Group, Inc.

SARANAC LAKE
Hickok's Boat Livery*

TICONDEROGA
International Paper Company

TURIN
Lewis County Rehabiliation

WADDINGTON
Patricia's Dried Flowers

WATERTOWN
Bomax, Inc.
New York Air Brake
Walldroff Farm Equipment*

WILLSBORO
Poko-MacCready Camps*

"The Rural Enterprise Alternative Program (REAP) is a most valuable learning experience for those of us considering alternatives to traditional North Country agricultural crops and livestock. The program provided a wonderful opportunity to learn from experts about some of these options. I urge the Regional Education Center to continue its support of this quality program."

Charlotte Slocum
Canton, New York

*Participated in the Teacher Summer Business Training Program

SOUTHERN TIER FIRMS 1990

BAINBRIDGE
John W. Payne Construction, Inc.*

BATH
Steuben Area BSA*

BINGHAMTON
Cornell Cooperative Extension*
Crowley Foods*
General Electric Company*
Link-Miles
New York State Electric & Gas*
Ramp Industries
Specialty Products Mfg., Inc.
Susquenango Council BSA*
Universal Instruments Corp.*

CORNING
Corning, Inc.*

"These courses are essential for the development and upgrade of the skill levels required within the sheet metal fabricating industry....These programs will enable Cameron Fabricating Corporation to grow and compete. This, in turn, equates to job security for our employees as well as creating new jobs for our community."

Gary P. Knickerbocker,
Director of Training
Cameron Fabricating
Corporation
Horseheads, New York

DELHI
Delaware Co. Chamber/Commerce

ELMIRA
Chemung County YMCA*
Mark Twain Drama*

ENDWELL
Empire Plastics

GREENE
The Raymond Corporation

GREENVILLE
Main Street Garage

HANCOCK
Becton-Dickinson

HORNELL
Greenhow Newspapers*
Hornell Area Camp Fire*

HORSEHEADS
Cameron Fabricating Corporation

INTERLAKEN
Americana Vineyards*

ITHACA
Cornell University-Math Dept.*
Ithaca Cornell Young Scholars Program*
Ithaca College*
Vector Magnetics*

MASONVILLE
HMC Trucking*

NORWICH
Chenango County Chamber
Opportunities For Chenango*
Simmonds Precision

ONEONTA
Pope & Talbot

OXFORD
Ives Hauling, Inc.*

PAINTED POST
Dresser-Rand

SCOTIA
United Cerebral Palsy*

SIDNEY
Amphenol Corp.
Keith Clark, Inc.

VESTAL
Newchannels Corp.*

*Participated in the Teacher Summer Business Training Program

WESTERN NEW YORK FIRMS 1990

ALDEN
Alden Scientific, Inc.
Elrae Industries

ALFRED
Alfred University

ALLEGANY
Allegany Nursing Home
Long Vue Motel/Restaurant
Salamanca Lumber Company, Inc.

ALTOONA
Consolidated Rail Corporation

AMHERST
American Humanist Association*

ARCADE
Arcade Lumber Company
Fabric Forum*
J.A. Yasnick Lumber Company, Inc.
Prestolite, Inc.

BELMONT
Allegany Training Consortium

BLASDELL
Radio Shack*

BRANT
Chiavetta's Catering Service*

BUFFALO
Aluma Way Construction*
American Brass*
Amherst Systems, Inc.
Bison Iron & Step*
Buffalo Museum Of Science*
Canisius College*
Chemfab
Colonial Iron Works*
Comptek Research, Inc.
CPC Tonawanda Engine Plant
Curtis Screw Co., Inc.
Dunlop Tire & Rubber Corp.
E.I. Dupont Denemours
Everywoman Opportunity Center
Firestone*
Grief Brothers
Lucidol
Moore
Mike Culligan Motors*
Saperston & Day, Pc*
Sierra Research Ltv Division
Tifft Nature Preserve*
Tops Markets
Trico
UAW/GM Human Resource Center*
Vibratech Inc.
Wilson Farms

CATTARAUGUS
Bush Industries, Inc.
TODCO, Inc.

CHAUTAUQUA
Atheanaeum Hotel*
Chautauqua Institution*

CHEEKTOWAGA
Boy Scouts of America*
North East Distributors
UAW/GM Human Resource Center*
United Garage & Gasoline Retai

CLARENCE
Wilson Greatbatch Ltd*

CUBA
ACME Electric Corporation
Empire Cheese Company*
Kinetics Technology Int'l, Corp
Pilgrim Construction*

DUNKIRK
Cliffstarr Corporaton
Jim's Cleaners*
Woodbury Vin-Lead

EAST AURORA
Fisher Price

ELLICOTTVILLE
Fitzpatrick & Weller
Stride Tool, Inc.

FALCONER
Jamestown Container Corp.
Truck-Lite Co., Inc.

FRANKLINVILLE
Seneca Trails

FRIENDSHIP
Friendship Dairies

GLENWOOD
Kissing Bridge Corp.*

GOWANDA
Gowanda Electonics

GRAND ISLAND
Occidental Chemical Company*

HAMBURG
Cooper Ridge Nurseries, Inc.*

HINSDALE
Int'l. Brthd. Of Elec. Workers

JAMESTOWN
Acu-Rite Co., Inc.
Artone Manufacturing Company
Crawford Furniture Co.
EJE Research Jamestown Division
Jamestown Sterling, Corp.
MRC Bearings, Inc.
Union National, Inc.
WCA Hospital*

KILL BUCK
Donver, Inc.

LACKAWANNA
Bethlehem Steel

"We here at Acu-Rite, Inc. have participated in this program annually. We think the results show. We are number one in North America in our field and we ship nearly 40 percent of our products overseas. The ESSTG program has been instrumental in helping us reach and maintain World Class status."

Stephen F. Bell, Production Manager
Acu-Rite Incorporated
Jamestown, New York

*Participated in the Teacher Summer Business Training Program

LITTLE VALLEY
Haley Construction*
Hammond Hardwoods
Lyons Sawmill & Logging Equip.*

LOCKPORT
Allegheny Ludlum Steel, Corp.
Harrison Radiator Division GM
Kohler Machine & Manufacturing
Laux & Company
National Assoc. of Small Business Int'l Trade Educators
Sadlo Lumber*
Sherwood Selpac*

MODEL CITY
Modern Disposal Services, Inc.

NIAGARA FALLS
Atlantic Research Company
Carborundum
Coop. Fire Insurance Corp.*
E.I. Dupont Denemours & Co.
Grief Brothers Corp.
Ohmtek
Olin Chemical Corporation
Perkins Construction Company
Santarosa Group, Inc.
Sohio

NORTH TONAWANDA
Modern Refractories Service
R.A. Miller Hardwood Co., Inc.

OLEAN
Abbott Welding Supply Co.
ALCAS Cutlery Corp.
American Olean Tile Co.
AMES Department Store
Anderson-Shortell, Inc.
Cattaraugus County Nursing Home
CONAP, Inc.
Cooper Industries
Crown Printing & Graphics
Dexter-Hysol
Dresser-Rand*
Faulkner Sawmill
L.T. Manufacturing
Olean Advanced Products
Olean American Tile Fed. Credit Union
Olean Chamber of Commerce
Olean General Hospital
St. Joseph's Manor
Syracuse Supply Co.

ORCHARD PARK
James E. Shaw, The Printer*
Orchard Park Health Care Ctr.*

PORTVILLE
Lillibridge Machine, Co.
Portville Forest Products
Robinson Logging Company
Stead Lumber Company, Inc.
Union Fork & Hoe Company

RANDOLPH
Clear Lake Lumber Company
Randolph Dimensions

RUSHFORD
Rushford Kiln & Milling Co.

SALAMANCA
Luminite Products Corporation
Olean/Salamanca Pennysaver
Salco Fixture Co.
Southern Tier West

SARDINIA
Norman Hopkins Bldg. Contract*

SILVER CREEK
S. Howes, Co., Inc.

SNYDER
JL Foods*

SPRINGVILLE
Concord Lumber Company, Inc.

STEAMBURG
Seneca Nation Health Clinic

STOW
Good Morning Farm*

TONAWANDA
Indeck Energy Services, Inc.
Keller Technology Corporation*
Kenton Consortium
Unibrand
Union Carbide/Linde

WELLSVILLE
Allegany County Assoc. of Retired Citizens
Beef Haus Restaurant
Clancy's Old-Time Eatery
Dresser Rand/Wellsville
Immaculate Conception School
Jones Memorial Hospital
Wagon Wheel
Wellsville Central Schools
Wellsville Country Club

WEST SENECA
D.A. Griffin Corporation
Travers & Co.*

WEST VALLEY
Westinghouse Nuclear Fuels Demonstration Proj.
West Valley Nuclear Services*

WESTFIELD
Welch's Corp.
Westfield Memorial Hospital*
Westfield Police Department*

WHITESVILLE
Whitesville Wood Products

WILLIAMSVILLE
Carrie Allen & Associates*
Pratt & Huth*
Toski, Schaefer & Co.*

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